



# CINCPACFLT VISION

Our number one objective is to provide forces which are trained, credible, combat-capable, and ready to fight and win. This requires managing programs within available funding for maximum return on investment. Though we are using many of the tools successfully employed in corporate America, a corporation is profit oriented - - we are readiness oriented. Readiness is our profit metric. Without it, we cannot exist! To successfully achieve the above objective, we have established the following tenants:

Take care of our people and provide quality working/living environment at-sea and ashore. Our military and civilian personnel's working and living conditions must be at least commensurate with the quality of work we expect from them . . . .

- Admiral Archie Clemins

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$$1 + 1 =$$

Vision

Mission

Voic

# Base Operating Support

## Commanding Officer's Briefing

October 1998

# Today's Purpose

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Reinforce Basic Concepts



Define Boundaries



Begin the Cultural Change



Update Information

Nothing changes if nothing changes



# Chain of Command

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# Basic Concepts of Regionalization

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No Tenant should do what a Base can do More Cost Effectively



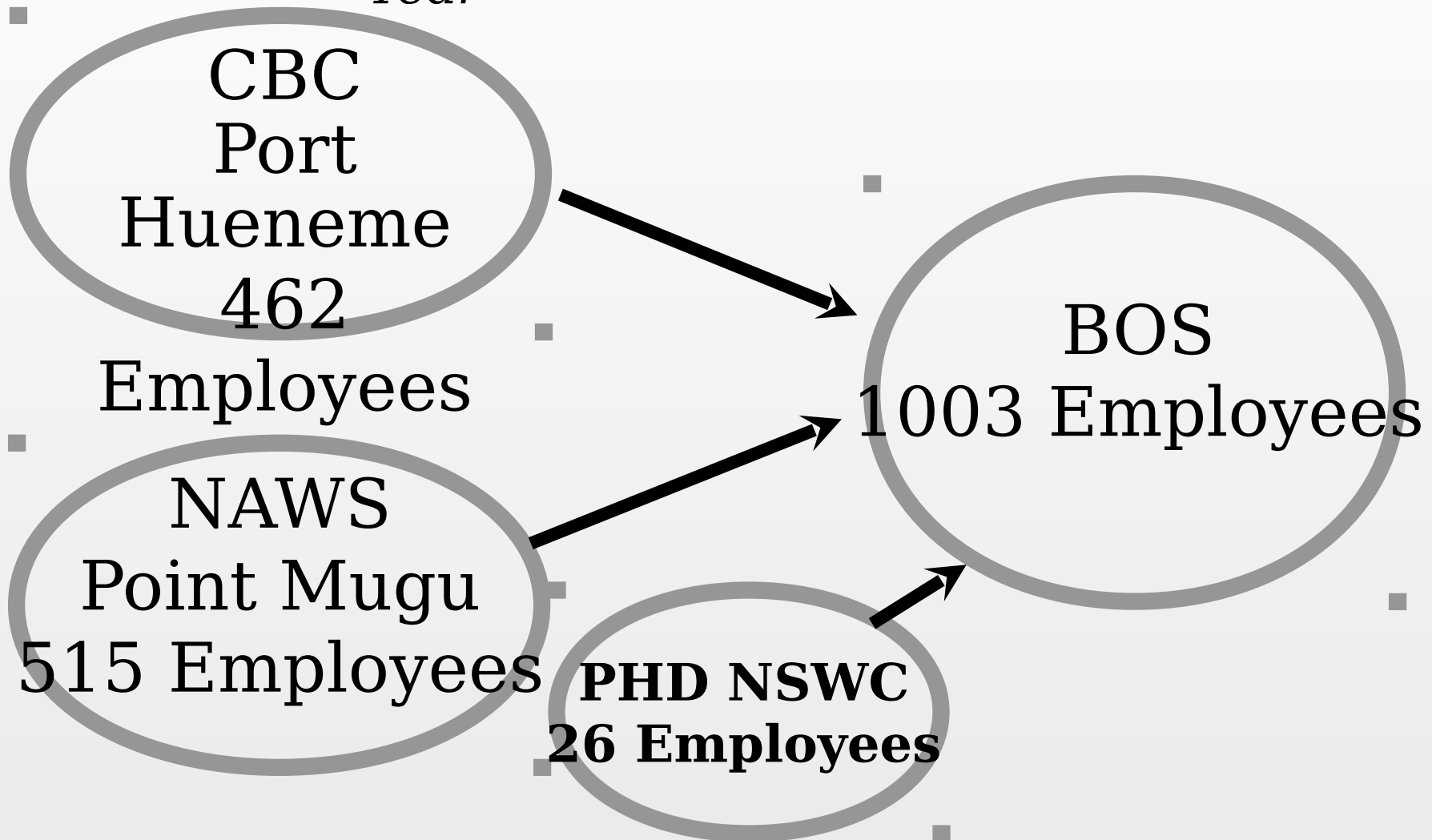
No Base should do what a Region can do More Cost Effectively



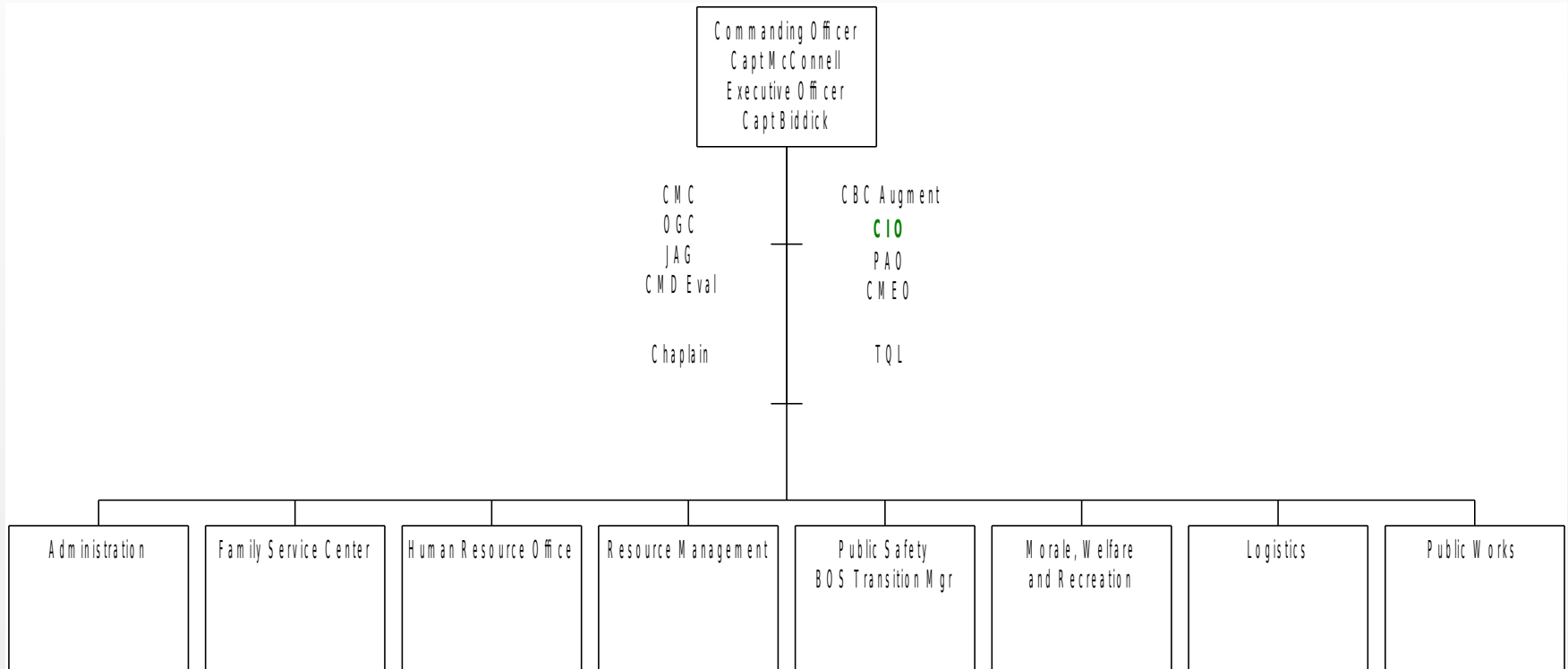
No Region should do what the Surrounding Community can do More Cost Effectively

1999

As of October 1998  
*FY99 is a Transition  
Year*



# Oxnard Plain BOS Organization



Staffing: Military = 238  
Civilian = 1003

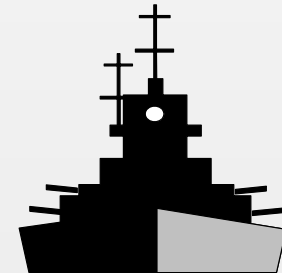
Budget = \$140M



# W



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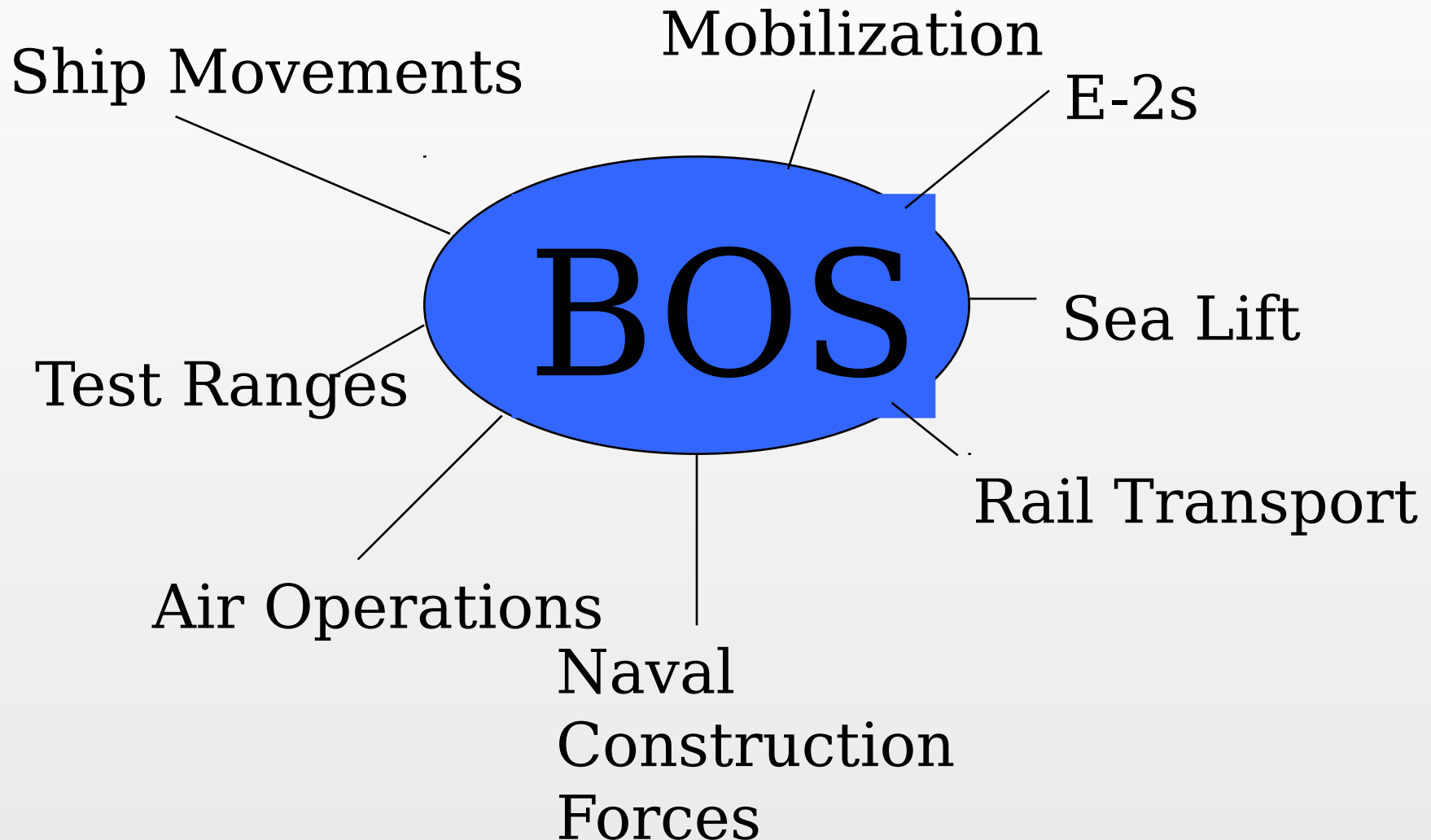
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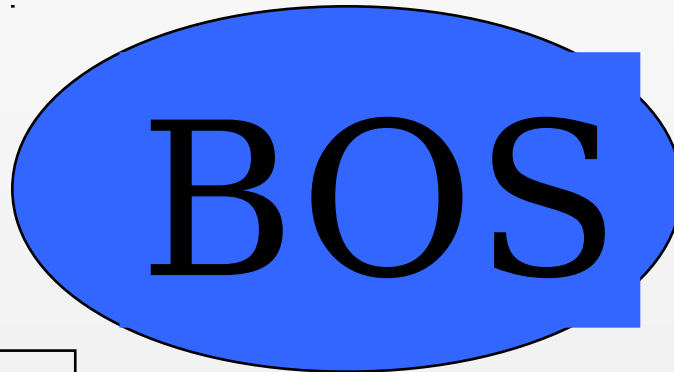
# GIVENS

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- WE are a CINCPAC Fleet Activity
- WE will be smaller next year
- WE will provide BOS services across the  
Oxnard Plain
- WE will accept the SOUTHWEST  
Region  
Mission, Vision, and Guiding  
Principles
- The Commanding Officer of CBC is the  
provider  
of BOS across the Oxnard Plain
- NAWS Becomes NAS Point Mugu

# Capabilities that We Support





BUPERS SDC

NAVAIR OSF

COMAEWWINGPAC

AF DET 1,345 TRS

VX-9

NIACN

CAAC

3NCB

NMCB's

NRC

NAWC

NAVFAC

Credit Union

NAVAIRES

Red Cross

MCR

DAPS

NRS

Third Fleet

DeCA

SNI

FBI

Dental

HCS-5

BCO

SEACAD

PSD

NEX

NCTC

SATO

NAVAUD

NCFSU-2

EDO

SLC

CHB 14

31st NCR

ROICC

Air Natl Guard

MSC

MAD

NCIS

NRL

PHDNSWC

SS Curtiss

1st NCR

NFESC

NLSO

Medical

VP-5

CNFK Det 119

NAVSOC

CECOS

EOD MU 3 Det

UCT2

NAESU

CVS

# BOS Today

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- We are bolted together - now
- We are in the process of Restructuring and Re-engineering

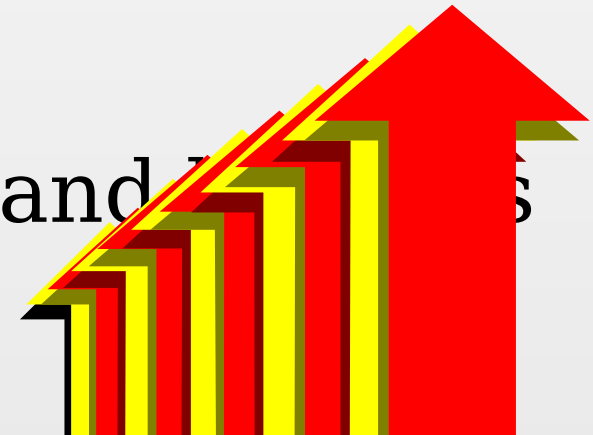
- We have an Operations Board meeting



# We Have Begun

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- Developing Constancy of Purpose in our Leadership
- Establishing a Strategic Management Process
- Assessing problems, issues and risks to success



# Our Goal in FY99

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- Seamless organization to our customers
- Efficient business practices
- A common culture

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**“Everything is in a State of Flux, including the Status Quo.”**

- - Bill Gates



FORMAT 2

EMPLOYEE ID	BLK/GRP	ACT	ORG	EMPLOYEE NAME	PLT RDT	PERIOD ENDING	SEQ NO
STO JON					HRS WORK		

TOUR	AWS	SUN	MON	TUE	WED	THR	FRI	SAT	SUN	MON	TUE	WED	THR	FRI	SAT
TYP/SFT															
GRADED NO															

JOB ORDER NUMBER	TYPE	HOUR	WEEK	SUN	MON	TUE	WED	THR	FRI	SAT	INIT
			1								
			2								
			1								
			2								
			1								
			2								
			1								
			2								
			1								
			2								
			1								
			2								
			1								
			2								

REG	OT	COMP	HOL	SUN	2ND	3RD	ND	E/H	LV	HP/LV

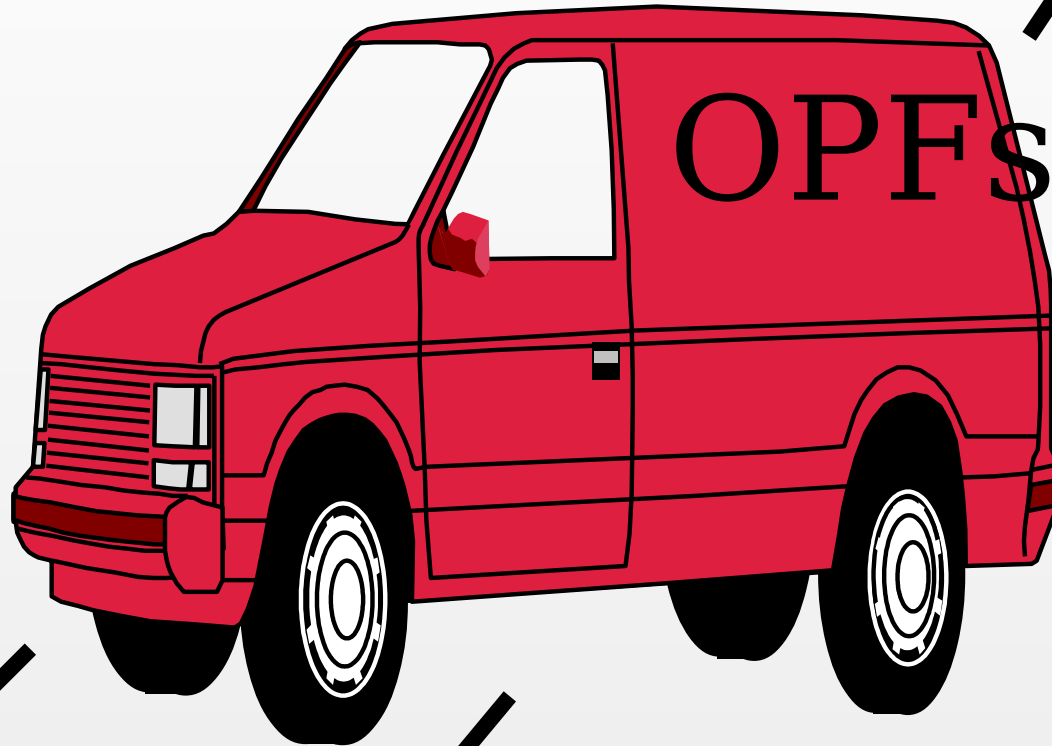
WK1	IN	OUT	IN	OUT	IN	OUT	WK2	IN	OUT	IN	OUT	IN	OUT	REMARKS:
SUN							SUN							
MON							MON							
TUE							TUE							
WED							WED							
THU							THU							
FRI							FRI							
SAT							SAT							

CERTIFICATION: ATTENDANCES AND ABSENCES CERTIFIED CORRECT. OVERTIME APPROVED IN ACCORDANCE WITH EXISTING LAWS AND REGULATIONS FOR NON-EXEMPT FL5A. I DID NOT SUFFER OR PERMIT ANY OVERTIME WORK OTHER THAN AS REPORTED FOR THIS PAY PERIOD.

CONTAINS INFORMATION SUBJECT TO THE PRIVACY ACT OF 1974 AS AMENDED

AUTHORIZED SIGNATURE

Port Hueneme



San Diego

# THIS MEANS

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- Change!

“The only one who  
really likes  
change . . .

is the baby with  
the dirty  
diaper!”



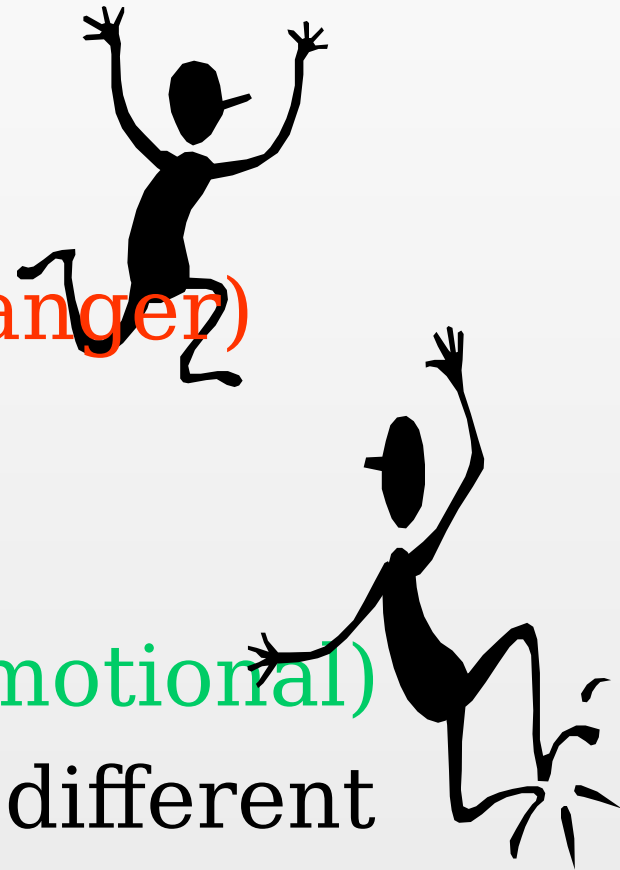
# MANAGING CHANGE

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Recognize the Five Stages (necessary and normal)

- Shock (or denial)
- Flood of emotion (usually anger)
- Bargain
- Depression (grief)
- Acceptance (intellectual/emotional)

Everyone goes through at a different pace



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“Nothing changes if  
nothing changes”

- Wizen Old Philosoph

# ASSUMPTIONS

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- Everyone knows their job
- Everyone is open to change
- People in this organization will operate as a TEAM
- Our DIVERSITY is a STRENGTH

# My Role

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- Provide Clear Direction
- Be Decisive
- Create a Sense of Urgency
- Forge a Bias for Action

# ISSUES

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- Incentive Pay
  - It's right to do
  - We will have an incentive pay policy
- Alternate Work Schedules (AWS)
  - Both sites have AWS
  - Difference is Standard Day Off
  - We must provide service to our customers

5 days a week



# ISSUES

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- Leveling the Playing Field
  - Same Grade/Series/Title for Same Work
  - PDs Rewritten Based on Work Requirements
  - HRO Reclassification Actions
  - RIF Procedures are not necessary
  - Unions are Involved
  - Will take a while

# ISSUES

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- We will be smaller next year
  - We will offer VSIP/VERA
    - Interest Survey: 19 Oct 98
    - Management Review & Approval:  
13 Nov 98
    - Execution Window: 30 Nov - 3 Jan
  - Reduction-in-Force is Possible

# Communication

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- **Questions or Suggestions**
- **Two Ways to Communicate With Me**
  - Consolidation Phonenumber: 982 - MERG
  - Consolidation E-Mail:  
merge@cbcph.navy.mil
- **We Will Get Back to You Promptly**
  - Personally Answer Your Questions
  - Publish FAQ's in the base newspapers

“This is a Journey, not a Destination”



Pt  
Mugu

Port Hueneme

